

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

Box 10128, Detroit, MI 48210

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#36

TDU Starts Campaign to Save Contract

Deal Could Bust NMFA

Freight Teamsters are about to be hit with one of the biggest giveaways ever proposed for a major contract. The so-called "Voluntary Laid-Off Employees Rider" proposes wage cuts of between 18%-35% for thousands of Teamsters.

IBT President Jackie Presser wanted the whole deal kept secret. The July 6 meeting of the National Freight Negotiating Committee in Chicago was kept quiet, and copies of the proposed rider weren't even allowed out of the room.

But TDU issued an 'Emergency Report' to the rank and file and also released the information to the press,

in a nationwide campaign to stop the move to bust the NMFA wide open, dividing it into two 'classes' of Teamsters.

Printed below is an accurate summary of the proposed Relief Rider. We see what's in it for the employers, but what about for us? Presser claims it will restore jobs because companies can discount more and get work from non-union companies. But this is exactly what we were told last year about the concessions we made then.

It didn't work then and it won't work now. Here's the real impact of this rider:

- It will help the big carriers squeeze the smaller union lines more,

and by showing weakness, we invite the companies to push for even more takeaways. When do we draw the line?

- It will divide our union into two permanent "classes" of members, an employer's dream. Companies which have abused the contract by laying people off and working them as casuals could now reap a big bonanza on this.

- There are plenty of loopholes. What about new terminals being set up, and changes of operations to gain this rate? What about carriers using the money saved to start more non-union divisions, like CF's new Con-Way?

- It will be harder to organize the unorganized. The biggest non-union carrier, Overnite Transportation, pays 24.75c per mile. Can we organize them at 22c?

- The big deal about this proposal is supposed to be getting more truckload freight. But we already have cut-rate truckload riders, and instead of saving jobs they have weakened the union.

- This deal was not the result of hard bargaining by the union. We are not getting any guarantees of jobs,

hiring halls, or stopping excess casuals in exchange for giant giveaways.

It Can Be Stopped

TDU has found widespread opposition to the Relief Rider nationwide. For example, Los Angeles Local 208 voted overwhelmingly on July 17 to go on record in opposition. Members and officers alike agreed. The motion was made by Local 208 Trustee Doug Allan.

This kind of action needs to spread. The first step is to get this information to as many members as possible.

The Relief Rider must come to a **membership vote** for the final approval. This is legally guaranteed and TDU intends to enforce that right. It must be by majority vote (no 2/3 rule) because it is a mid-contract re-opener.

It's our future that's at stake. Teamsters have been quiet too long and the employers (and Presser) think we are an easy mark. We have to speak out loud and clear to save the national contract. If you want to help, contact TDU immediately to find out what can be done and for further information.

Federal Judge Backs Road Drivers' Rights

On June 6, 1983, Federal District Court Judge Paul A. Simmons ruled that Halls Motor Freight violated the Department of Transportation (DOT) regulations by requiring road drivers to "babysit the phone." The judge enjoined Halls from punishing drivers and ordered the reinstatement with full back pay of drivers David Gaibis and Charles Lowry, who were fired in 1979 and 1980 for refusal to babysit the phone.

Halls immediately appealed and got a stay to avoid having to comply with the judge's order. The appeal could take a year.

Even though the decision will not take effect unless affirmed on appeal, it is a very significant step forward in the battle to end road drivers' slavery to a totally unpredictable dispatch system.

The judge stated in his decision that "...Hall's policy of requiring its drivers, under threat of disciplinary action, to log the time they personally spend waiting for a dispatch call as off-duty time amounts to a violation of the FMCSR at 49 CFR 395.8," a position TDU has maintained for years.

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Road Driver Dave Gaibis

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SUMMARY OF TERMS OF TENTATIVE PROPOSED "VOLUNTARY" LAID-OFF EMPLOYEES RELIEF RIDER

- Employees on lay-off status as of April 1, 1983, if recalled to work, will be paid 22c/mile and \$11/hour. (A 33% cut for road drivers and an 18.5% cut for city and dock.) Those not on lay-off on April 1 will be "red circled" and retain union scale and benefits.

- The plan is called "voluntary" because employees may choose not to go to work at 22c and \$11. They will retain seniority, but a junior employee will be called to work, and they will not even be eligible then for casual work.

- If an active red-circle employee quits, retires, etc., then the next employee will move up to that category.

- Other cuts for laid-off Teamsters who are recalled include: No cost of living. Vacation pay reduced. Sick pay eliminated. Road drivers paid \$5.50/hour for breakdown and delay time. Road driver guarantee reduced to four hours pay (\$44). Maintenance of standards shall not apply. Cuts for sleeper teams are even worse.

- Companies may also set up "Truckload Divisions" and call people back (or hire new) at the new low rates. Under these provisions, road drivers will also have to give two unpaid hours at each delivery or pickup, will lose three holidays, layover pay is reduced to \$5.50/hour, and lodging pay is cut.

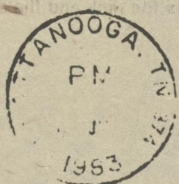
- If road or city employees are called to work in the Truckload Division and choose not to, they lost all right to casual work.

- For each five new employees hired, one employee will be added to the full-scale group in seniority order. All new hires will be under this rider.

65 Officials in '\$100,000 Club'

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from:
the members



to: **convoy-dispatch**

Ex-Pep Lines Driver Writes Of Leaseway Shell Game

Dear TDU,

Thanks for your report on Leaseway in **Convoy-Dispatch**, June 1983.

I was employed by Pep Lines for 13 years, 4 months. Our freight grew from just movie film in the early years to Chrysler, Ford and AMC along with the film.

When asked by the Company last August to take a cut in pay back to \$10 an hour because they were losing money, we went along. Well, as you can see it was of no help, just a few more bucks in their pockets. They were going to shut down anyway and they didn't have the guts to tell us what trucking company got our freight (although we had a good idea that it was one of their subsidiaries) until we took our trucks into Warren on March 31, 1983.

By the way, the Union wouldn't tell us either. This seemed a little odd to me, but I'm sure there was money involved.

To top off losing our jobs unfairly, we were kicked in the gut, when in April we got Jackie Presser as IBT President, that really hurt the Union

'If it wasn't for TDU...'

Dear TDU,

I sure enjoy the TDU paper. I've been a road driver since I got out of the Navy in 1946 and I've been in some good locals and bad—overall, they were good years ago and bad in the past 20 years.

And if it wasn't for organizations such as TDU the big crooks in Washington would completely rob all the pension funds. It's bad enough with these sellout contracts. You people are doing an excellent job.

It's really a shame that men have **no guts or backbone** to fight their own battles, and that they have to have others to rely on.

The Eastern Conference is nothing but a den of sellout crooks—and should be burnt out—that's the only way to get rid of snakes.

Fraternally,
John L. Wade
Local 312
Rockledge, Md.

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy-Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

and everything it is supposed to stand for.

If any one of you think for one minute that you have job security, then take hold of your ass with both hands. You are a necessary evil to management and they will get rid of you the first chance they get.

As it looks now, after being out of work for almost three months, I will probably have to take a non-union job. The Union companies are just not hiring.

Fraternally,
John T. Walton
Local 299
Vicksburg, Mich.

Don't Patronize Sheraton Hotels

Dear TDU,

Some 200 reservations agents at Sheraton Reservation Corp. in St. Louis were notified on April 15 that the company was "contemplating" moving out of town by October 31.

However, they refuse to reveal any more, and our Local 688 BA can't or won't answer it either. Everything points to a company pull-out. They are in the process of opening an office in Austin, Tex., "right to work" (for less) country. Most of us are convinced they intend to be one more camel in the caravan of run-away shops heading for tax breaks, lower wages and fewer unions.

Most of our information comes from statements made by the company in the papers. They may be trying to intimidate us into concessions, with one year left on our contract.

The behavior of Sheraton Corp. is outrageous and shows the contempt they have for their employees. They advertise themselves as the hotel with "taste" but have forgotten things like ethics and responsibility to their employees and the community. We urge TDUs and all Teamsters and other union brothers and sisters to give Sheraton a "taste" of the power of the dollar by taking ours to businesses that respect working people.

Fraternally,
Gene Elcan
Local 688
St. Louis

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Keep the Rank & File Informed!

For just a few dollars each month, you can get a regular bundle of **Convoy Dispatch** from TDU. Subscribe today and we'll start your bundle sub with the next issue. You'll be billed for future bundles. Just \$3 for 10, \$4 for 20, \$5 for 50, and \$9 for 100. Remember, knowledge is power, and **Convoy Dispatch** is the only reliable source of Teamster news.

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Warehouse ☐ Other ☐

Bundle size: ☐ 10 (\$3) ☐ 20 (\$4) ☐ 50 (\$5) ☐ 100 (\$9)

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(Names are kept confidential from employers and union officials.)

Proud to Pay TDU Dues

Dear TDU,

I wish I was as proud and willing to pay my local monthly dues as I am to contribute my annual TDU dues. I abhor paying 1980s prices for 1950s representation and attending local meetings where differences of opinion

are ridiculed rather than welcomed. As long as this mentality persists, TDU can only grow in numbers and unity.

Fraternally,
Bill O'Brien
Local 191
Stratford, Conn.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1982 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:

Ken Paff, Local 407

Trustees:

Jerry Bliss, Local 337
Mike Friedman, Local 407
Konstantine Petros, Local 20

Mike Belzer, Local 705

Tom Bernard, Local 435
Charlie Brown, Local 585
Cliff Coonley, Local 600
Fran Griffith, Local 436
Bob Kinnunen, Local 705
Jan Sunoo, Local 278

Alternates:

Clifton McDonald, Local 557
Mike Johnston, Local 679
Allen Ebert, Local 773

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612-2000 P St., NW
Washington, D.C. 20036
(202) 785-3707

Legal Briefs

TDU Victory at Supreme Court Extends Important Time Limit. The U.S. Supreme Court made a very important decision in June in the case of TDUer Phil Del Costello, ruling that a union member has **six months** from the time of a grievance decision to file a court action that the union breached its duty of fair representation and the company breached the contract. "This is a major victory," stated attorney Arthur Fox who submitted a brief to the Court on behalf of TDU. Some of its reasoning found its way into the Court's decision.

In providing for a six-month rule, the Court has for most practical purposes reversed its own *UPS v. Mitchell* decision. The Mitchell decision caused serious problems for rank and filers whose cases were thrown out of court because they did not file suits within the 20-90 day limits of their home states.

Labor Reform Act. By a vote of 75-0, the Senate approved a bill stiffening the penalties for labor racketeering and prohibiting convicted union officials from holding office while they appeal their convictions. TDU members Jerry Bliss and Frank Greco testified in Washington on March 15 in favor of the bill. Roy Williams was an "avowed opponent" of the legislation while newly elected president Jackie Presser softened opposition to it. The bill now goes to the House where it is expected to meet opposition before a decision is made on whether it becomes law.

Appeal to Court to Review Joint Panel System. Attorney Arthur Fox filed a request for the U.S. Supreme Court to hear the issue of whether Teamster representatives who sit on Joint Union-Employer grievance committees owe the members duty of fair representation. TDU members Stephen and John Early were fired for supposedly leaving work without permission. They lost their grievance and alleged in court that their union representative who sat on the grievance committee hearing the case sided with the company as a result of their "dissident" union activity.

Fox argued that Teamster officials who sit on joint committees should not be treated like arbitrators and that to do so grants the Teamsters union almost virtual immunity from liability to its members.

Court Gives Increased Pension Protection to Over-65 Retirees. The U.S. Supreme Court of Appeals has ruled that a pensioner who retires at age 65 or older is vested if he has worked 10 calendar years in the plan. The ruling came in the case of Herman Duchow, a Teamster Local 558 member in Buffalo, N.Y., whose widow was denied his pension by the N.Y. Conference of Teamsters Pension Fund.

Duchow retired at age 69, but had not met the Plan's requirement of 10 full service years in order to be vested. He has been a member of the Plan for 10 calendar years, but had not received vesting credit for all of those years.

Duchow's widow's attorney, Frank Dolce of Buffalo, argued that the N.Y. Plan's rules were too strict, and violated ERISA guarantees that 10-year participants age 65 and older are guaranteed benefits regardless of whether they have credit for 10 full service years. The court upheld the argument.

The ruling increases protection for older workers, guaranteeing that if you have turned 65 and have worked 10 calendar years for a contributing employer, you will get a pension. The amount of this pension, however, will still be determined by the service years.

Federal Judge Vetoes Pension Fund Settlement. A federal judge in Chicago has rejected the much-publicized settlement between the U.S. Labor Department and the Central States Pension Fund. The settlement, which would have required the trustees to restore some \$6.5 million to the fund in payment for misused funds, was subject to the approval of three federal judges before going into effect.

Judge Hubert L. Will objected to provisions of the settlement which prohibit the fund from having any dealings with relatives of Allen Dorfman, or with any firms having any ownership interest of Dorfman relatives. The Dorfman relatives had objected to these provisions, and according to a report in the *Chicago Sun Times*, the judge said it would be improper for him to approve a consent decree over the objections of any affected parties. The settlement will presumably have to be redrafted.

Elected Stewards are Protected from Arbitrary Removal. A Federal District Court Judge in Alaska has ruled that an elected steward cannot be removed from office for supporting a political opponent of the union official above her. The ruling came in the case of Sherri Brett, a construction job site steward in Hotel Local 879, who was removed from her office by her BA because she supported a losing candidate against the BA. In his ruling, Judge James A. von der Heydt ruled that the case of *Finnegan v. Leu* did not apply to elected union reps. In *Finnegan*, the Supreme Court ruled that appointed union staff officials could be removed for supporting losing candidates in a union election. Von der Heydt wrote, "The democratic principles served by the freedom of a president to pick staff are not, however, so obviously served by a free hand to replaced elected jobs site stewards..."

Hearings on New Truck Safety Act

Senator Hits BMCS

On June 14, Sen. John Danforth (R-Mo.) conducted hearings on the Motor Carrier Safety Act of 1983, a wide-ranging truck safety measure which, if passed, could go a long way toward making truck-driving a safe occupation.

Not surprisingly, Danforth received opposition from the American Truck Associations and the Bureau of Motor Carrier Safety (BMCS). R.V. Durham, part-time Teamster Safety and Health Director, supported the legislation.

The main features of the act call for mandatory annual truck inspection and give the Department of Transportation greater authority to inspect for unsafe conditions and the ability to levy stricter penalties for violations of federal safety rules.

Under the act, workers will provide the first line of detection by filing complaints of unsafe conditions. The bill would require the BMCS to notify the worker of the results of the investi-

gation and prevent disclosure of the worker's name to the employer.

During the hearing, Sen. Danforth lashed out at the BMCS, calling the agency's opposition to the Act's proposed inspection requirement "an outrageous position." Ben Kelly, Senior Vice President of the Insurance Institute for Highway Safety, also had strong words for the BMCS.

"It's a widely known and accepted and a tragic joke that the BMCS is a tiny, understaffed, underfunded, undermotivated creature that has been given responsibility totally way out of proportion to its size," Kelly said.

Dewey Wherry, a TDU member in Local 175 in Parkersburg, West Va. will testify on August 1, before a House Oversight Committee investigating the BMCS. Other TDU members should write the Washington TDU office with your stories about the BMCS and TDU will try to submit your comments to the committee.

Ruling Hits "Babysitting"

(continued from page 1)

He further ruled that Hall's procedure of requiring "babysitting the phone" and punishing drivers for booking off for fatigue was in violation of reg. 392.3, and that Hall's top management was well aware that this procedure resulted in sending fatigued drivers onto the highway.

Fighting for Ten Years

David Gaibis, the former steward at the West Middlesex, Pa. terminal, has been fighting this issue for over ten years. He told *Convoy-Dispatch*:

"I started out writing letters to the DOT to try to get them to enforce the law. The DOT was terrible, they passed the buck. I filed grievances on the matter that were lost at the Eastern Conference JAC. Then in October 1978 I filed suit. I tried to get Local 261 to take the case, but they would not. Then when Chuck Lowry and I were fired in '79 and '80, that was added to the case."

Gaibis was a founding member of TDU and an active member of PROD as well. The attorneys on the case are Western Pa. TDU attorneys Paul Boas and Ron Berlin.

Gaibis continued, "Our whole argument in this case is that a company does not have the right to discipline drivers when they are off-duty, and they should not be dispatching fatigued drivers. They do both."

Gaibis was finally fired for "chronic and habitual absenteeism." He said "They admitted in the hearing that I worked an average of 62 hours per week, that doesn't sound like chronic absenteeism. They actually fired me for refusing to babysit the phone while I was off duty."

Attorney Ron Berlin told C-D, "This

is very significant, we have a federal court saying that the DOT ruling can be overridden by a court, and that a truck driver cannot be forced to be a slave to the telephone when off duty. If this decision gets upheld and goes into effect, it could have industry-wide impact."

This is exactly the impact that Gaibis and scores of other TDUers have been working for. And exactly the thing Halls Motor is trying to prevent. A Halls corporate vice president refused to comment on the case, but snapped "our lawyers will handle this."

And they apparently will bring powerful allies, too, to the Appeals Court. Attorney Arthur Fox, who has fought this issue for 10 years himself, told us that very likely both the ATA and the DOT will submit Amicus (friend of the court) briefs to the court on the side of the employer.

The stakes are high on both sides. The ATA wants to keep the DOT in its pocket, with the DOT regs unenforced. On our side is the interest of the road driver trying to get some predictability in his or her life. And also the interest of the motoring public.

As Judge Simmons stated in court, "We can't allow as a matter of public policy any type of system that is going to jeopardize the life and limb of the public, merely to help Halls make money...we have to strike a balance between the safety of the traveling public and the need to get the products of the country delivered in good order."

That balance is just what courageous Teamsters like David Gaibis and Chuck Lowry are fighting for. The Court of Appeals decision is the next step in the long battle.

Most Panels Buy Big R Lies On Production Standards

Lying through its teeth at grievance hearings across the country, Roadway Express is stonewalling TDU's grievance on the use of production standards for discipline purposes.

Unfortunately, at most local grievance panels, the union has meekly gone along with Roadway's contention that the grievances **should not even be heard**. For example, the Southern Conference Grievance Panel in Biloxi has ruled the TDU grievance "improper before the committee," throwing out grievances that were filed in Chattanooga, Shreveport and San Antonio.

The Southern California Joint State Committee made a similar ruling, claiming the grievance filed by Roadway employees in Local 952 was improper because no specific instance of discipline was cited. But the very next day, in the case of a Local 467 member who believed he had been disciplined for production, the same panel refused to consider the Roadway production/discipline documents obtained by TDU because they allegedly didn't pertain to the specific day the Teamster had been suspended.

One major exception to the half-

hearted approach of most locals is Toledo Local 20. There the union refused to accept the company's arguments that it was an improper grievance that shouldn't be heard. The Toledo Joint Area Panel deadlocked on the issue of whether the grievance was proper. The issue was to be decided in Columbus on July 14, but the union requested a one month postponement.

Grievances have also been filed in Scranton Local 229, Akron Local 24, Indianapolis Local 135, Phoenix Local 104 and St. Louis Local 600, among many other places. The locals in St. Louis and Phoenix have apparently dropped the grievances, however.

It is obvious that Roadway has developed a nationwide approach of trying to prevent the grievances from being heard by having them ruled "improper before the committee," or by arguing that the issue has already been decided in earlier grievance rulings. They do not want the documents obtained by TDU to be examined by the committees — for good reason, as the documents provide virtually conclusive proof that Roadway is issuing discipline based on production, in blatant violation of

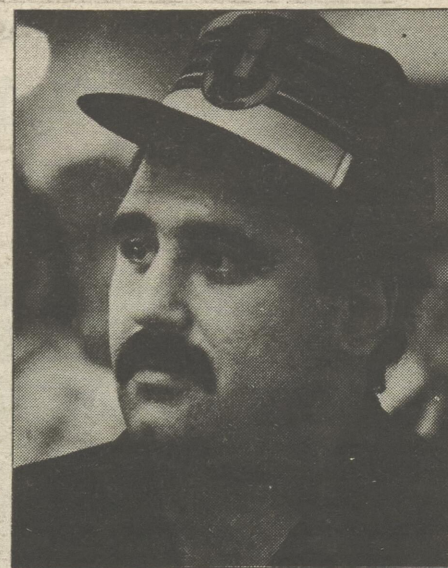
Article 20.

Members still fighting for the grievance in locals where hearings haven't been held yet, should use several tactics to improve their chances of success. First, persuade business agents to write the company letters demanding additional documentation on production and discipline. The letter should argue that the union has the right to this information in order to process the grievance properly, a right guaranteed by Section 8(a)(5) of the National Labor Relations Act.

If the company refuses to provide this information, labor board charges can be filed against Roadway. Another approach is to attempt to use the documentation in the case of the individuals you suspect have been disciplined for production. Demand to see production cards and personnel files of the individual involved.

Roadway is Lying

Roadway is lying about the link between production and discipline. If Roadway is really confident of its claims, let them sue us for libel. We want to see Roadway admit or deny the



Konstantine Petros, Toledo Local 20

authenticity of the documents we have obtained. So far they have never once denied their authenticity.

It is shameful that many of our local unions aren't fighting tooth and nail for these grievances. The problem of production and discipline is the most important one facing Roadway employees. The documents provide a basis for fighting the system. It isn't an easy fight, but there's no excuse for just rolling over and playing dead.

TDU will continue to investigate avenues of legal recourse in order to overcome the do-nothing attitude of most locals and panels.

Steward's Corner: Please Post

Keeping Records

How many times have you been in this situation, or heard about one like it:

You sit down before the grievance panel, as a steward or perhaps on your own case, and prepare to present your arguments. The company labor man sits down across the table. He has an unnerving air of self confidence about him.

From out of his briefcase, he produces a stack of file folders six inches high, filled with documents to back up the company's position. You lean over to the BA, and ask if the union has any documents to support your side. The BA shakes his head, and you know the case is lost.

Too many times we find that the employer has the upper hand at a grievance panel or an arbitration because of better records, files and documentation. Stewards and other union activists are well advised to learn to match or even better the employer's documentation, for it is sometimes the key to winning. There are several aspects to this approach.

• **Keep a log.** It's a good idea for stewards, union activists, and reform minded members to carry a small notebook or diary at work. Comments by foremen or short accounts of incidents can be jotted down on the spot, while still fresh in your mind. You can also note names of witnesses. The use of such a log at a hearing or arbitration, rather than just relying on memory, reinforces your credibility. Avoid making notations that could be harmful to union members.

• **Document grievances.** Recently a steward at a freight terminal was concerned about the excess use of

casuals. To document and clearly illustrate his point, he kept a daily record and then graphed it, using one color for regulars, a second color for unassigned men (10%ers), a third color for laid off employees as casuals, and a fourth for street casuals. The documentation was accurate and provided a clear picture. One result was a recall of a few employees.

Getting down trailer numbers, times of day, copies of bills of lading and other similar facts can be very useful in proving that the company violated contract prohibitions on subcontracting or in supporting some kinds of grievances.

• **Witness statements.** Sometimes statements of witnesses can be very important. Some grievances require that these statements be notarized. You should be aware if this applies at your panel, and take the trouble to do it. Some stewards even become notaries (very easy in many states) to make this process easier. Usually the presence of the witness at the hearing is most effective, but it is sometimes impossible, and statements become important.

• **Access to records.** The union has a legal right to obtain information and records (time cards, employee files, dispatch records, etc.) which are needed to process a grievance in an informed manner. This right is enforced by the Labor Board.

You will need to file a labor board charge against the employer, requesting that it turn over the documents and other information relevant to your case.

Also, some states now give individual employees access to their personnel files, enforceable under state law.



• **Grievance files.** Documentation can include more than just the facts of the particular situation. Past decisions and other precedents may also be relevant. The union can be extremely helpful here, by maintaining indexed files of grievances. These can be useful in using past winners and learning more from past losers, and in winning past practice grievances also.

• **Company documents.** Copies of seniority lists, plant rules, dispatch procedures, posted instructions, prac-

tices, etc., can be useful. Even company PR sheets (some will be big on safety, for example) can sometimes help. These kinds of things can be saved and may be useful in showing such things as contradictory rules, or in defending a past practice grievance.

All the documentation in the world will not win a losing grievance, but it can help you win the ones that should be won, and serve notice on the company that you have the information you need to enforce the contract.

Presser Changes Story on Senate Testimony About Eastgate Coliseum

On June 7, Jackie Presser told the Senate Labor Committee he never owned any part of a Cleveland club, but since then he had to change his story regarding the club and its dealings with the pension fund.

On June 7, Presser told the Senators "I had no part of that coliseum...I was not participating."

But then, a month later he came up with a new story. "I operated it for a half a year or a year," Presser said in a interview. "At the time the company was going bankrupt and the fund had to have someone hold the stock and be there to run the place. They called me in."

Records on file in the Cuyahoga County Court of Common Pleas in Cleveland, however, contradict Presser's story. They show that Jackie Presser was the **sole stockholder** of the five companies running Eastgate.

The importance of this matter is that the Central States Pension Fund loaned Eastgate Coliseum (whose sole stockholder was Presser) over \$1 million, and lost some \$400,000 on the deal in 1964. Thus Presser's personal business dealings cost our retirees some \$400,000.

Presser has said he will provide the Senate Committee with a reply on the matter, but has not done so yet.

Area Standards Picketing is Key Local 299 Takes On Non-Union Outfit

"We knew this was it, we had to win it. Non-union cartage has been growing in Detroit and this was a do-or-die thing for the union," was how one BA put it. He was referring to the picketing at Gallati Cartage, a non-union company employing some 46 drivers and dockmen. Gallati does cartage work for major union carriers such as Duff Truck Lines, Mason-Dixon and Commercial Lovelace.

The picketing, which started on June 15, lasted just 8 days. After that, there followed the announcement that the company had agreed to recognize Teamster Local 299.

The picketing was "Area Standards" picketing, protesting the fact that Gallati was undercutting the standard set by the freight

contract. Local 299 used this tactic as the most effective in the circumstances. In "Area Standards" picketing, the union does not claim to represent the employees.

Local 299 BAs and members were on the picket line night and day. Although trucks rolled through the lines, they were followed by pickets, using ambulatory pickets, to plants and other terminals.

No union contract has been reported yet, but the union appears on the way to a normal bargaining relationship with the company.

This kind of action to bring non-union truck lines into the fold is absolutely necessary to defend the union and our contracts. Every time we turn around we hear about



LOCAL 299 PUT A STOP TO THIS—Non-union Gallati tractor pulling a union Duff Truck Lines trailer. Gallati was doing cartage work for several union lines, and the spread of this practice threatened union jobs in Detroit.

"non-union competition," often from union officials telling us to give more concessions to match the non-union scale.

There is an alternative, and that

is an aggressive union organizing and picketing program. The next time you hear someone say that "nothing can be done" about non-union cartage, remember this story.

Board Charges Filed At Cook Motor Lines

After two years of wage cuts and union inaction, National Labor Relations Board charges have finally been filed against Cook Motor Lines. The charges allege that Cook has violated the National Labor Relations Act by repeatedly lowering wages without any negotiation or agreement with the union.

Wage cuts at Cook, which operates in Ohio, Pennsylvania and West Virginia, began in April 1981, when many employees voluntarily signed away the 77c contractual and COLA increase. TDU members in Charleston, W. Va. Local 175 report that grievances were filed but never heard.

Then Cook pulled out of Trucking Management, Inc. (TMI) and said they wouldn't bargain for the National Master Freight Agreement. In March 1982 they pledged to continue paying the then-current rate of \$11.89 as long as negotiations for a new agreement continued.

Just ten days later, however, in a surprise move, Cook raised wages to the new NMFA rate of \$13.21. But it didn't last long. On May 17, 1982 a meeting of Cook employees was called in Parkersburg, W. Va. and a mandatory 10% pay cut was announced. "If you're working for us tomorrow, you're going to be making 10% less," owner H.L. Cook told the men.

Another grievance was filed but Cook had pulled out of the grievance procedure and no hearing was held. Officials of Local 175 said nothing could be done.

The men, who genuinely hoped to help Cook through its tough financial times, were getting more and more uneasy with all the unilateral wage cuts. Then, on April 10, 1983, yet another pay cut was announced, this time for 83c, bringing the wage rate down to \$11.06.

For the first time, officials of Local 175 attended the meeting at the request of the men. Previously they had refused to come. The union did get the company to agree to an audit. The day after the pay cut went into effect

all 22 employees at Cook's Charleston terminal filed TDU's model grievance against relief.

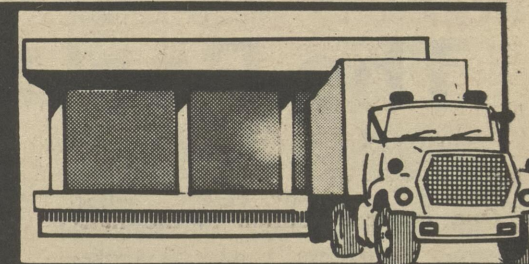
When the audit came down and showed little, a meeting was held on June 17, 1983 at the union hall. The men were given the choice of accepting the company's offer, striking or filing labor board charges. One TDU member had already contacted the labor board in Cincinnati, and a representative came to the meeting. The local at last got behind the board charges, and the board agent is currently investigating the matter.

"The way I feel is that all along the union hall had been saying it's out of our hands," said one TDU member in Local 175. "It's a hell of a note—we're paying \$26 a month for them to represent us and they're not representing us."

TDU members hope the labor board will be able to force Cook to bargain fairly. Meanwhile, Cook announced a final wage offer of \$10.56 an hour, elimination of all sick days, and four weeks maximum vacation.

The men say they will never go for that deal, and will strike instead.

Freight Lines



Subler Farming Out Work to Non-Union Companies.

Carl Subler Trucking, one of the nation's most anti-union freight companies, now appears to be siphoning work from its union drivers. After Tampa Local 79 refused to investigate, Subler drivers looked into the matter themselves. Information obtained from the Interstate Commerce Commission reveals: 1) "Equipment rents and purchase transportation" increased from \$151,771 in 1980 to \$2,454,146 in 1982 (probably trip-leases to non-union carriers and owner-operators); 2) In 1982, "Investments and advances—affiliated companies" of \$478,000; and 3) In 1982, Dersinco, Inc., created by Subler to haul products for Clorox Corporation, a company previously serviced by Subler itself.

The contract provides that Subler cannot farm out work unless all regular employees are working, and they're not. Subler drivers believe the information uncovered is the tip of the iceberg and are demanding action from the union.

The issue is all the more important because "double breasting" by union companies is a national epidemic, and here is a union local standing by watching while it happens at a large employer.

Chicago TDU Leader to be on Radio Show.

TDU International Steering Committee member Mike Belzer will be interviewed on WOPA radio in Chicago, 1490 AM, on August 8 & 15 at 10:30 p.m. Belzer, chairman of Chicago TDU, will be heard on the Ruth Young Program. Chicago Teamsters wanting to learn more about TDU should tune in.

California Tank Drivers Want Re-Opener

Forty tank line drivers from Local 315 in Richmond, Cal. attended a TDU-sponsored meeting concerning a wage-reopener in their 11-state Western agreement.

Instead of the employers demanding a reopener to lower wages, in this case it's the members who are demanding the union use its right to reopen the agreement.

They have been working at reduced wages and conditions since a concessions contract was passed last December (on the third vote). The contract allows for either side to reopen, on economic issues only.

Looking to restore the take-aways, the drivers decided to launch a petition campaign to call for reopening the

agreement around four demands:

- 1) restore wages and mileage given up (that amount to \$1.18 an hour).
- 2) eliminate the two-tier wage structure that contains lower wages for new hires.
- 3) time and a half for all local work over eight hours.
- 4) restore COLA.

The time and a half issue is important because many are driving loads of hazardous and toxic materials 13 hours a day, which threatens driver and public safety.

The drivers also agreed to send representatives to the Los Angeles area to meet with tanker drivers there, recognizing that this campaign has to

spread throughout the West to succeed.

Sneaky Gene

The concession-filled contract was ratified in a sneaky manner by Western Conference negotiator Gene Shepherd, after drivers turned down two previous proposals. On the third attempt, Shepherd arranged for a vote at the union halls right before Christmas, with one day for voting (and some drivers out on the road). It passed by a narrow margin.

The meeting also heard a talk from TDUR Bill Slater, a member of Local 315 who drives for Insured Transporters. A number of drivers joined on the spot and plan to recruit more.

Jackie Signed Checks in Alleged Embezzlement Scam

Presser's Uncle Indicted

A federal grand jury in Cleveland has charged Jackie Presser's uncle, Allen Friedman, with embezzling a total of \$165,000 from Teamsters Local 507 between 1978 and 1981. The indictment alleges that Friedman was a "ghost" or "no-show" employee during that entire period.

As the principal officers of Local 507, Jackie Presser (507 Secretary-Treasurer) and Harold Friedman (507 President and newly appointed International Vice President) signed each and every one of Friedman's weekly paychecks.

Friedman is the second Local 507 "ghost" to be indicted. Jack Nardi (son of Presser-associate John Nardi, who was killed by 16 sticks of dynamite in a Costa Nostra "hit" in Presser's parking lot in 1977) pleaded guilty to embezzling \$110,000 in March. Presser and Harold Friedman signed all those

checks, too.

The Strike Force investigation is looking into five alleged "ghosts," including Nardi and Allen Friedman. It is investigating the role of Presser and Harold Friedman as well.

According to a U.S. Labor Department affidavit obtained by TDU, Allen Friedman told agents in May and June of 1982 that Jackie Presser and Harold Friedman offered to "buy" Local 752, and merge its members into Presser's Local 507, in return for paying Allen Friedman \$1,000 a week forever, with no strings attached.

Allen Friedman further told the agents, according to the affidavit, that he did no work for the Local in return for the money. He refused to testify before a Federal Grand Jury, and explained: "I'm sorry to let you guys down, but you have to understand that

Jackie is my nephew."

Financial (LM-2) reports for Local 507 tend to confirm the ghost status of Allen Friedman. For example, in 1978 his salary is listed as \$53,500, but his expenses are listed as zero, which is highly unusual for a Business Agent. C-D contacted Local 507 to get Harold Friedman or Jackie Presser's version of the story, but was told "no one is available to comment."

Meanwhile, a third alleged "ghost" on Presser's payroll, "Skip" Felice, was sentenced on July 15 to five years in the federal penitentiary for extortion and serving as a union officer within five years of a previous conviction. Felice, like Jackie Presser and Harold Friedman, inherited his union posts from his father. He also managed to be on the payroll of three (3) separate Cleveland Teamster Locals, 73, 293, and 507.



Presser Gives VP Spot to Pal

In June, Jackie Presser appointed his long-time friend Harold Friedman as International Vice President, securing a telephone-vote concurrence of the majority of the General Executive Board.

Friedman is President of Presser's own Local 507 in Cleveland, and, like Jackie, he inherited his union power from his father there.

In the past few years, Friedman has gained a reputation as the highest paid union official in the world, getting some \$400,000 a year from essentially one local union. Technically, it is two local unions, Teamsters Local 507 and Bakery Workers Local 19, but they share officers, offices, welfare fund, recreation fund, etc.

Harold Friedman, like Presser, is under investigation currently for allegedly signing checks totalling several hundred thousand dollars of union funds to "ghost" employees. One of the "ghosts" pleaded guilty in March, and another was indicted July 14.

With the new raise that comes with the VP post, Friedman is making an annual rate of \$492,000.

Why Does Roadway Like It?

The Real Story Behind BLAST

Since Jackie Presser's appointment as President we have seen the promotion of an outfit called "Blast" ("Brotherhood of Loyal Americans and Strong Teamsters"), and its spokesman, Jim Reese of Youngstown, Ohio Local 377.

Presser's new Central Conference Director, Bobby Holmes, has imported Presser's "Blast" people to Michigan to try to scare members, with Holmes' own Local 337 election coming up this fall.

And the nation's largest carrier, Roadway Express, has apparently been circulating "Blast" literature nationwide. TDU General Counsel Joe Keffer on July 15 sent Roadway a letter warning of the libelous nature of the "Blast" flyer, which is called "Setting the Record Straight," signed by Jim Reese.

"Blast" first appeared in June 1981

at the IBT Convention in Las Vegas. A flyer distributed there by "Blast" had this stuff in bold type: "TDU/PROD... rats in disguise, who are trained subversive-fanatic-terrorists, whose only purpose is to destroy our union and overthrow our nation!!!" A squad of over 20 persons, who were not delegates to the Convention, including Jim Reese, were flown in together from Ohio at union expense to harass dissenting delegates. Reese himself bragged of his all-expense paid trip, and Presser stated to the press they were "guests of the union."

"Blast" is just another PR stunt, funded by Presser and his agents. And Jim Reese is just a Teamster willing to be used.

"Setting the Record Straight"

Reese was, as he claims, a member of TDU in 1979. During April 1979 he

was active in a steelhaul wildcat strike, a leader of it in the Youngstown area. During the strike he became impatient with other Teamsters, and denounced them for not being militant enough. He was fond of saying, "I could start a strike in Detroit today, with a brick in each hand on I-75." He denounced TDUers in Canton, Ohio for not criticizing their union president, Bob Cassidy, enough for Reese's taste.

But when the limelight of the steelhaulers' strike faded, Reese suddenly changed his tune. He met privately with Jackie Presser, and from then on he became a Presser PR stuntman. Did Jackie promise Reese more limelight than TDU could offer? Did he make a cash offer? Whatever the reason, Reese hasn't had a bad word for Presser since. \$500,000 a year? No salary is too high for Presser, says Reese. Ghost employees? That's OK, too. Contracts going down the tubes? Not Jackie's fault, says Jim.

In return for all this affection, Reese occasionally gets to work as chauffeur for the Ohio Conference, gets all-expenses paid trips to Las Vegas and Detroit, and gets his picture in Presser's publications. Reese didn't exactly drive a hard bargain.

"Blast" Charges

In Reese's flyer, "Setting the Record Straight," he makes a number of false charges about TDU. He charges TDU is working for a "communist form of government." Nothing could be further from the truth. TDU is working for an open, democratic union. He claims TDU is funded by "rich corporations," another ridiculous lie. TDU has never gotten a dime from a corporation or employer. (Odd that Roadway Express, a "rich corporation," would want to peddle Reese's flyer, isn't it?)

He has false, made-up quotations attributed to TDU members. He claims TDU has money to "fly people in and out of Washington all the time." On the contrary, we can rarely fly anyone anywhere, and our entire national budget is a small fraction of Presser's

salary! When our members testify in Washington (such as against de-regulation, for truck safety, or for pension reform) we always seek to have the government agency inviting us to pay the way of the invited spokesperson, and usually they do.

He states some TDU members are socialists, and TDU is a "plot." It's no surprise or crime that a few TDU members are socialists, so are many unionists; for example, recently deceased IBT Vice President Harold Gibbons. The vast majority of TDU members and Steering Committee members have little or no interest in political affiliation. TDU is united for one goal: a democratic union. TDU's Constitution bars involvement in political parties or candidates by the organization. Members are free to have any views. Not much of a plot.

The whole flyer is another Presser PR stunt. TDU has been researched by dozens of investigative reporters. Isn't it odd that none of them has ever found anything dishonest about the TDU movement, or reported anything remotely like what Reese, Presser and "Blast" charge?

So when you see literature put out by phoney, consider the source. And if Presser and Roadway Express both have to resort to tactics like this, don't you think TDU is effective in standing up for reform? Isn't it time you joined?

JOIN TDU!

While 65 of our top officers made over \$100,000 last year, the Freight Agreement is on the road to ruin. Take the time to help save our Union before it's too late. Join TDU today.

Membership Application Teamsters for a Democratic Union

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

October 15-16, 1983 in Detroit, Michigan

Plan Now for the Rank & File Convention

Rank and file Teamsters across the country should make plans now to attend the Eighth Annual Rank & File Convention, scheduled for October 15-16 in Detroit, Michigan.

With our union in deep crisis, the need for Teamster members to get together—to gain knowledge and skills, to share experiences, and to develop strategies for the future—is greater than ever before. The proposed reopening of the National Master Freight Agreement for the biggest giveaway in the history of the union is just one symptom of how serious our problems are.

Our president is now a multi-millionaire businessman who boasts of how much money he can make off his union jobs while he gives away our wages and working conditions. Allegations of corruption hang over Presser's head, bolstered now with the indictment of one and conviction of another of his former employees for receiving hefty salaries for which they did no work.

But the problems we face are not the result simply of one man's greed and stupidity. They have been in the making for decades, and they affect every part of our union. Officials who think that what's good for the companies is good for the members; an International Union that lacks the imagination and commitment needed to organize the unorganized in these difficult times; a grievance procedure that makes a mockery of justice; and a membership that is often cynical, apathetic or frustrated because it seems like things are so hard to change.

Teamsters for a Democratic Union

There are some Teamsters who refuse to give in to this frustration, who are willing to fight for a union they can be proud of. They are the activists of Teamsters for a Democratic Union, who are organizing every day of the year to make our union what it should be: an honest, democratic organization, which works hard to represent the interests of the members, not to enrich the top officials.

In the past year, these are just a few of the things that TDU has done:

- **Kept the members informed about contract and company developments.** Within a week after Presser worked out the new NMFA "special laid-off

employees rider"—a deal he tried desperately to keep secret from the members—TDU published an accurate bulletin which went out to freight members across the country to let them know the terms of the sellout. At United Parcel Service, TDU published a special bulletin with the company's profits and other information to help the members get organized. TDU continues to build a network among UPS which will be ready to move into action when the 1985 contract rolls around. TDU has also been in the forefront of the battle to preserve working conditions, such as the fight against production standards.

- **Fought for change in the local unions.** In numerous locals, TDU has been involved in fighting for democratic bylaws, as in St. Louis Local 600, Akron Local 24 and Chicago Local 705 and 710. More TDU members also ran and were elected to office in several locals, from New England to California. In still other locals, reform candidates were elected with TDU support. More and more officials on the local level are growing disgusted with the International.

- **Won important legal and legislative victories.** In one of the most gratifying TDU victories ever, some 150 Kroger bakers in Detroit won back their pensions after a four-year legal fight. A loophole had deprived them of their pensions when the bakery shut



A STANDING OVATION FOR THE KROGER BAKERS at 1982 Convention banquet.

down in 1979, and Local 337 turned its back. TDU legal pressure made the difference. TDU also helped win passage of federal truck safety legislation, and was invited to testify in Congress on numerous bills—such as the Labor Racketeering Act, BMCS oversight hearings, and the fight over logbooks. Just last month, in a case brought by TDU, a federal judge in Pennsylvania ruled that babysitting the phone is illegal, although the ruling is being appealed.

1983 Rank & File Convention

TDU is fighting every day for a better union. But the movement needs more people—like you—to get involved and join the fight with us. That's

why you should mark the dates October 15-16, 1983 on your calendar now—and plan to be at the Rank & File Convention.

The Convention is the place to meet hundreds of other Teamsters who care about the future of our union—and who are doing something about it. It's a chance to see the Teamster reform movement in action, setting goals and electing its leadership. It's a chance to learn from the best labor lawyers and labor educators who can help you develop your skills and knowledge we need for the fight ahead.

The TDU Convention is a chance to be part of a movement that is making labor history. You won't want to miss it.

The Convention Will Feature...

Main Sessions

- **Rebuilding Our Union.** Teamsters from around the country will report on their efforts to rebuild our union from the bottom up. Only grassroots organizing by the rank and file can lift the union out of the crisis it's in. Learn from the experiences of your fellow union members.
- **Democracy.** This is your chance to have a say in the policies and direction of the rank and file movement. A chance to vote for the elected leadership of TDU. A chance to speak out and voice your opinions without being ruled out of order. A chance to see what a union should really be like.
- **New Campaigns** to bring the rank and file movement to broader

sections of the rank and file movement in the coming year.

Jurisdictional Meetings

- Freight Teamsters
- UPS Teamsters
- Food Processing Workers
- Tankhaulers
- Grocery Teamsters
- Construction Teamsters
- Carhaulers
- Wives
- And more

Workshops

- Using the Grievance Procedure
- Being an Effective Shopfloor Organizer
- Building TDU Chapters
- Campaigns to Rebuild Our Locals
- Using and Improving Chapter Newsletters
- Fighting Union—Busting Labor History
- Organizing TDU Issue Campaigns
- The Presser Presidency
- Your Legal Rights
- Running for Local Union Office
- Being Effective at Union Meetings
- It's Time for Management Concessions
- Occupational Safety and Health
- Trends in the Trucking Industry

Company Meetings

Meetings will be set up to bring together Teamsters at UPS, Roadway Express, and Kroger, and other companies where requested by members. This is a chance to build up communication networks and discuss common issues facing workers at these companies throughout the union.

Special Events

- **Banquet and Social Evening.** The entire Convention takes place in the modern, elegant Airport Hilton Hotel in Detroit. Special sit-down banquet Saturday evening in the Hilton's International Ballroom. Delicious food, with cash bar, after dinner entertainment and dancing.
- **Special Friday Events.** For those Teamsters who want to make a three-day weekend of the Convention, special workshops will be scheduled Friday, October 14. Also a chance to spend some free time with old friends, and to make new ones.
- **Films and Video.** Films and videotapes will be shown all through the weekend. New this year is "Labor's Turning Point," an account of the 1934 Minneapolis strike which began the mass organizing of the modern Teamsters Union, as well as many others.

Registration Costs

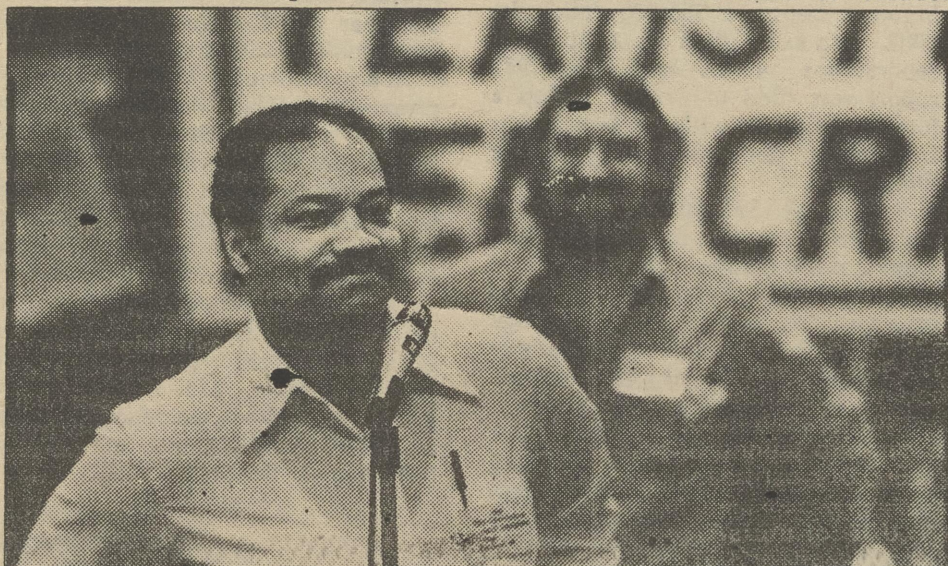
Saturday-Sunday: \$65 per person includes all food, Saturday banquet, coffee breaks throughout the Convention, entertainment, and your own Convention materials. Cash bar is extra.

Additional charge of \$16 for Friday dinner and Saturday breakfast.

Saturday only \$38 registration.

Sunday only \$26 registration.

Housing: \$35 single occupancy, \$40 double, \$50 triple, \$55 quad.



JAMES DICKERSON, Richmond Local 322, at the mike during 1982 TDU Convention.

See Next Issue
For Registration Blank

Members Filed Charges

U.S. Sues on Local 404 Vote

As a result of charges filed by two members of Springfield, Mass. Local 404, the U.S. Department of Labor brought suit in federal court on May 10 to overturn the recent election, and to hold a new one for the top positions of president and secretary-treasurer.

John Teehan, co-chairman of Western Mass. TDU, and Roland Auclair each filed charges with the Labor Department. Auclair was ruled by the local to be ineligible to run for president, appealed it internally and then to the DOL. Teehan, who ran for secretary-treasurer, charged the incumbent president Al Tardy and his

slate used union resources and funds to promote their candidacies, and the DOL brought suit on both issues.

If the charges are upheld, the DOL will supervise a new election. Teehan said that although a court decision may take a year, he is looking forward to the election.

"The issues have become more clear than ever," he told C-D. "They use union funds for their own use, including high salaries, more than for the rank and file. Even more important is representation. Tardy wants yes-men as agents, instead of people who will be fully responsible for their

assignments."

Teehan also said he would support majority rule on all local contracts, an end to sweetheart deals, and fair and equal treatment of all members. A driver for Red Star, Teehan had earlier taken the matter to a hearing at Joint Council 10, where he watched Joint Council president (and International VP) William McCarthy defend the actions of Tardy. The hearing was a whitewash and a later appeal to the International got no results. But after 90 days of internal appeal Teehan had the right to take his case to the Labor Department, which brought suit after



Springfield TDU Activist John Teehan an investigation.

Local 404's leadership could settle the matter quickly by agreement to hold a new election for the two posts, monitored by the Labor Department. But they intend to fight it, with union funds, delaying the new election.

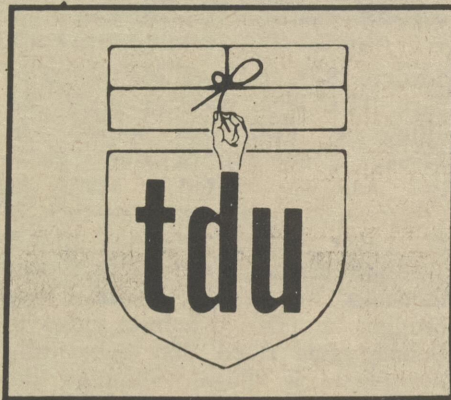
UPS Drivers Disciplined for Inside Work

By Joe Henry

Part-time, Local 90, Des Moines, Iowa

Feeder drivers in Iowa are required to work as directed when not driving, according to Article 19, Section 2, of the Central Conference Supplemental Agreement. This means that between runs, within a day's work, drivers can be forced to work outside their classification doing work such as loading and unloading trailers.

In Des Moines, feeder drivers have been directed to work on every part-time shift before their runs out of the hub. They are loading, unloading, and pushing carts. Not only are drivers required to do this unclassified work, but now they are being threatened with warning letters and termination if they do not perform the unclassified work up to standard.



Hence, if a driver cannot unload a trailer as fast as a classified unloader, who is required to perform at a certain rate, the driver could receive a warning letter. Grievances have been filed on this new practice of harassment and by next month there should be a State Conference decision on it.

Feeder drivers should be on the lookout for this new harassment and be sure to file grievances. The "work as directed" section of the Central Conference contract not only puts additional strain and fatigue upon the drivers but also takes away jobs and hours from other Teamsters.

UPS 70 Pound Blues

On July 18 it became official—UPS went to a 70 lb. limit for all interstate shipments in the U.S. Like any major change in operations, the increased weight limit brings complications for the employees, though it may take a while to become evident as shippers start to use the new service.

Some immediate considerations are:

1) Drivers have a right to, and should request hand trucks (light, "magliner" type trucks). In many areas drivers already have them. Drivers should be sure to use them, and not let any 'macho' image get in the way.

2) Time studies have all been done based on the 50-lb. limit. They should all be considered invalid, as this change will obviously slow down deliveries and pick-ups. This is especially true where the incentive plan is in effect.

3) Unloaders will be affected also. People should not hesitate to ask for help in lifting heavy packages, especially from under flaps, etc.

This could present serious problems, especially for smaller people, including many of the women employees who took the job on the basis of the 50-lb. limit. Since the contract does not mention the 50-lb. limit, the proper procedure appears to be filing grievances under maintenance of standards, as a first line of defense if management will not cooperate.

C-D is interested in hearing more from different areas, as the volume of packages picks up. There may be other avenues of relief available also.

In the bigger picture, it should be recalled that UPS has consistently gotten special deals from the union (part-timers, \$8-9 wages, supervisors doing work, so-called "Flexibility," etc.) by arguing that it has special needs as a small parcel operation. Now with both the 100-lb. shipment limit and the 50 lb. package limit relaxed, the company is becoming more of a freight operation. They are having their cake and eating it, too, and the International is allowing it to happen.

Membership Drops, But No Austerity for Buffalo Officials

AFL-CIO and affiliated labor organization leaders are on austerity programs, aware of the grim economic situation. Not so with the present elected officers of Teamster Local 375 in Buffalo, N.Y., whose membership has been reduced by 70%.

Local 375 seems reluctant to reveal or discuss union finances, perhaps because there is a \$66,000 deficit for 1982. The Local filed its 1981 LM-2 report four months late. The 1982 report was filed only after I filed a formal complaint with the U.S. Labor Department, demanding an immediate filing.

The Local 375 officers cry and complain about the naughty government's deregulation policies, loss of jobs to the Canadians, the depressed economy, etc., anything to camouflage their incompetence, lack of fortitude in organizing and enforcing the National Contract. They make sweetheart deals, advise the few working drivers to give up vacations, holidays and take pay cuts, and also make any other concessions the employer may want. Their only weapon is telling the worker, "You're lucky you're working."

In the past seven years, their raises have ranged from 62% to 133%, with the largest increases since the decline in membership in 1981 and 1982. The salaries are: Secretary-Treasurer—\$58,591; President—\$46,871; Vice President—\$43,261; Recording Secretary—\$42,778; Business Agent—\$41,914. Not to mention two new \$16,000 four-door sedans, and three one-year old four-door sedans, plus other junkets and fringe benefits.

At a recent meeting when a member proposed a salary cut he was ruled "out of order" with statements that the officers were worth more than they were getting. With fewer than 800 truck drivers paying \$22 per month, the deficits are becoming larger without plans for austerity or frugality.

The retirees' pensions are in jeopardy as well as the very existence of Local 375. Could this be the reason Teamster Local 375 President and Executive Officer, Secretary-Treasurer, refuse to be punctual in filing the LM2 Annual Report?

—Steve Snyder
Local 375 Retired,
TDU Member

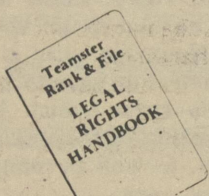
"I was ordered to take a truck out in violation of DOT regulations."

"My B.A. told me I'm not entitled to file a grievance."

"The supervisor said it's against the law to distribute papers here."

"I can't get a copy of my contract or my local by-laws."

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Legal Rights Handbook

The 182 pages of the Legal Rights Handbook are packed with information that can help you win if you are filing a grievance, if you are running for union office, or if you have been illegally discriminated against. The Handbook takes you through the inner workings of the National Labor Relations Board, the courts, OSHA, and the IBT itself. If you are a working (or nonworking) Teamster — you need this book!

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Send me _____ copies of the Legal Rights Handbook. I am enclosing a total of \$ _____

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Send to: TDU, Box 10128, Detroit, MI 48210

Springfield, Mass.

UPSers Hold First Regional Conference

On June 11, 1983, the first regional Educational Conference for UPS Teamsters was held in Springfield, Mass. Rank and file Teamsters, primarily from UPS, attended from six different states, representing 12 different locals. The day-long conference gave the 70 people in attendance an opportunity to share experiences, gain expertise, and begin developing plans to expand the UPS Network in New England in preparation for the 1985 UPS contract.

Jerry Gaimari, a Local 404 UPSer and one of the main organizers of the conference, said, "It was a great experience. It was especially gratifying to see people take the time on a nice summer day to participate in a conference like this. I think that says a lot about the kind of people in TDU."

The theme that developed throughout the conference was building a strong UPS Network in New England. Plans were made at one of the main sessions to begin a regular coordination of activities among area UPSers.

John Brown, a Local 340 Teamster who attended from Portland, Maine, said, "Timing is all important. It's never too early to begin getting ready for the next contract round. With better communication, not only among UPSers in New England, but also

among UPSers throughout the country, we'll be much better prepared to have an effect on the contract. Committees were formed to begin exchanging information on grievances, new company procedures, and other matters that affect all UPSers in the area.

All of the conference attendees took advantage of the four workshops that were offered. Workshops led by attorneys Mark Stern and Jim Kestell, and TDU National Organizer Ken Paff on Legal Rights and the Grievance Procedure were well received and especially helpful to the freight and warehousing Teamsters who were there. Staff persons Carole Paff and Rick Smith held workshops on Building Organization and Unity at Work (a workshop designed to help with organizing people on the shopfloor) and Setting Priorities for TDU in Your Area.

Responses from the questionnaires sent in from the conference indicated that people thought the workshops were well presented and very helpful to rank and filers interested in building TDU. Followup meetings have been scheduled in Central New York and in Connecticut from interest generated at the conference.



ATTORNEY MARK STERN, directly beneath the TDU banner, makes a point during workshop at Springfield, Mass. UPS Regional Educational Conference.

Lee Ginn, Local 404 UPSer and another of the main conference organizers, said, "The conference was a big success. Hopefully, we're going to have this as an annual affair and we hope that there will be similar conferences across the country. It's turned

out to be a big boost for TDU in the New England area and when we go to the National TDU Convention in Detroit this October, we're hoping to be well prepared to present our ideas on building the UPS Network and getting ready for the next contract."

Full time Jobs Lost In Connecticut

Saturday, June 18, 1983 marked a giant step backwards for UPS members of Local 191 in Bridgeport, Connecticut. The workers voted 307-107 to give up the full time guarantees for inside workers. Article 48, Section 5 of the New England Supplemental Agreement was simply voted out.

Under the contract, we were guaranteed the same number of inside full time jobs we had on April 30, 1979. At the first special meeting in May, we voted to enforce the contract and retain the guarantee. After this vote the company began a campaign of threats to move work to other locals. A letter campaign was started, primarily by union stewards, requesting another vote.

To those of us who worked to see the contract enforced, the June vote was disappointing, but some positive results were seen. Although employees were divided, there was a strong move away from apathy. Many of the 200-plus people who did not vote felt a second vote was unnecessary and indicated the bankruptcy of our union leadership.

We have seen a surge of TDU membership and activity. Now that letter campaigns have apparently been accepted as a way of changing things by the union, we should now use them to improve conditions.

Other Locals Will Be Threatened

There are negative points to be overcome. One is that we see how

effective lies and threats can be in destroying rank and file unity. The other is that other locals with guaranteed inside jobs will surely be asked for the same concession, with the same threats. We wonder, is the national contract binding or no? Can any local be threatened with loss of jobs, then conduct repeated votes to give away entire contract articles?

We have a national contract, but we don't have a unified International Union to enforce it. In 1981, our BA, Anthony Rosetti made promises about giving us more jobs — jobs from other locals. He said he didn't care about other locals. However, if all locals stuck together, the company threat to move jobs would be pointless.

Years ago, when Rosetti was a trailer driver for UPS, his co-workers thought he would be going into management. In a sense he did. He has become the company Business Agent. We know why UPS wants more part time employees, because they'll be able to pay them at the new lower rate. And with an official like Rosetti, we know why he wants more part time workers, because they pay the same dues and the same \$671 initiation fee.

Where we go now depends on the members. We can continue to go back in time and see our contract slowly whittled away, or we can work together to change that which needs changing.

By Bill O'Brien, Package Driver Local 191, Stratford, Conn.

Hang News of UPS Workers

710 Responds—Official Says, "Grieve It."

On July 10 in Peoria, Ill., Bob Falco, Local 710 "Organizer," made one of his rare appearances to answer questions from UPS members in downstate Illinois. When the UPSers in attendance started to put the heat on him about lack of representation, he responded by saying that he wasn't getting enough grievances from the stewards and that UPSers have to start filing more grievances. That sounds like good advice. So, UPSers in Local 710, when you see the contract being violated, grieve it.

Mr. Falco went on to say, "If the company tells you that their word is gospel — don't believe it. Ask the union." That sounds like good advice too. We only wonder if Local 710 President Bill Joyce is listening.

New Harassment in Old Package

Besides thinking up new ways to harass drivers, UPS occasionally uses old devices. One such device that UPS has resurrected in Louisiana is the "care audit." During a delivery stop, the supervisor makes a surprise check of several items pertaining to security, safety, fuel conservation and following instructions. In Southern Louisiana each supervisor is required to fill his or her quota of two audits per week. The "loss and prevention" supervisors have to make their quota of 40 audits per week. That adds up to a lot of harassment for the drivers.

Drivers in Louisiana have been able to hold back on the number of audits by carrying copies of a pre-written grievance, claiming harassment on excessive numbers of care audits. Records are kept on how many audits have been made in a certain time period, and as the supervisor audits the grievance is dated and handed to the supervisor. The care audits haven't been stopped, but because the drivers are grieving its excessive use, supervision is taking much more "care" in the number of audits given to each driver.

You've Come a Long Way, Baby.

In several UPS centers throughout Illinois, the Local 710 union bulletin boards have been in the men's bathrooms for years. Since women have entered the workforce, about 30 years ago, the women workers at these centers haven't had much of a chance to peruse the bulletin boards for important news and notices. Finally, the union and company have agreed to put the union bulletin board in a place more accessible to all employees. Isn't progress wonderful?

The Ultimate Time Study.

Recently, when UPS founder James Casey died at the age of 96, drivers in the Saginaw, Mich. center were told to stand for a minute of silence in respect for the deceased. Center manager Gary Long, to assure that he got proper allowances for this inconvenience, stared at his watch during the entire minute to make sure that it wasn't a second more or a second less. There's efficiency for you!

Quality of Worklife:

The New 'Cooperative' Labor Relations?

By Bob Master
Convoy-Dispatch Editor

In the past few years, the words "Quality of Worklife" have taken on a new meaning for American trade unionists. Virtually unheard of a decade ago, today Quality of Worklife is considered a whole new trend in labor-management relations.

That trend is toward cooperation. Inspired by reports about "Japanese style management", more and more American employers are initiating programs to involve workers in decision-making and to improve the work environment. Supporters of QWL say that this kind of teamwork benefits everyone—a better work situation and greater job security for employees, improved productivity and profitability for management.

But opponents of QWL argue that the "new cooperative labor relations" is a one-way street going in management's direction. While there may be some token gestures to involve workers in decision-making, they argue that QWL is actually a way to undermine the strength of the union—or keep unions out altogether. And in the end, management's goal remains the same, with or without QWL—more profits.

Critics also point out that QWL has swept the country just as employers have gone on the offensive, demanding heavy concessions in wages and working conditions. They say this casts doubt on the employers' real intentions.

QWL in Teamster Industries

Quality of Worklife has been slow in coming to Teamster industries. But with auto companies, electrical companies and other giant employers pushing the QWL idea, Teamster employers are gradually jumping on the bandwagon.

Worklife program is meant to keep things that way. Another company that has gotten into QWL is Preston Trucking, which interlines transcontinental freight with Viking.

Preston began its "I'm One—Preston People" program four years ago. It set up a Road Drivers Advisory Board, with 25 drivers selected by terminal managers on the committee. The Board proposes solutions to problems faced by Preston drivers. The company also calls all its employees "Associates" and sends out newsletters describing workers who have gone out of their way for the company.

Disagreement About Program

The Advisory Board did come up with some solutions, such as assigned tractors, according to Local 773 and TDU member Dominick Buscemi. But he thinks Preston is also using the program to win the employees' allegiance away from the union.

"The company was trying to say this is a better way to solve our problems than going through the union," he said. "They are making a point to stress this. But at the same time they're working a road driver 70 hours a week, and knock off another man so they can glom up free benefit hours."

Donald Coleman, a TDU member who drives for Preston in Norfolk, Va., disagrees. "The company has bent over backwards to get along with the employees," he said. "The relationship between us has improved 90%. But don't get me wrong, we don't let them walk all over us. If they do something wrong, we still file a grievance and go through the normal grievance procedure."

While Coleman said he didn't think the company was trying to undermine the union, Buscemi warned:

"I can see a definite trend toward going non-union. Everything is done a

its employees.

But this Teamster also pointed out that Busch might use the program to take credit away from local officials.

"If the company dealt with us in good faith at the grievance procedure, they would come out the loser," he said. "The membership would feel like their elected representatives had done their job and had the company at their knees. The company feels that this way the membership can do it directly through the committees."

A Wait and See Approach

Overall, Busch employees have a hopeful attitude toward the new QWL program there. And in most cases where Teamsters have been involved with QWL, the verdict is still out. The experience is too new to make a final judgement.

But some unions which have had experience with QWL warn that these plans are just the same old labor relations in a new, sophisticated wrapping. The International Association of Machinists (IAM), for example, emphasizes the contradiction of employers professing cooperation but demanding concessions.

"The simple reason (the IAM strongly opposes QWL) is that we don't like the idea of cooperating on the shop floor while we're being mugged by management at the plant gate," an article in the IAM newspaper stated last year.

QWL for Whom?

IAM Pres. William Winpisinger added: "Quality of worklife—improving it—is what unions are all about. We'd welcome any bonafide management interest in improving that quality. But we don't see any genuine commitment to that objective in all the pop psychology and jargon among the proposals that most American firms



we thought he was a pretty good guy. But we were buying him his boat, we were buying him his cottage, and we were buying him his fish fry. All he was doing was showing us that he was a good guy."

This sums up the danger inherent in Quality of Worklife — that beneath all the rhetoric about participation and cooperation, what remains is the employer still trying to get more and more out of the worker for less.

How to Deal with QWL

Increasingly, Teamster members will be confronted with QWL programs in coming years.

There are some important steps you and your fellow union members should take to make sure the programs do not undermine union strength. These suggestions are based on the Machinists' report and on suggestions from Teamster members with QWL experience.

- Inform the employer that every aspect of the employer-employee relationship is subject to collective bargaining, including the establishment of QWL programs.

- Warn members to watch for weakening of contract clauses relating to job training, wage structure, promotions, benefits, grievance procedures, and other factors normally decided through collective bargaining.

- Set up watchdog committees in the locals to monitor Quality of Worklife Committees.

- Demand that representatives to QWL committees be elected. "Now the company appoints people they can manipulate," Buscemi said of the Preston — We're One program. "If the men could vote on it, maybe we could get some guys in there who would understand what is going on."

Quality of Worklife is just one more challenge the union will have to face in coming years, along with concessions, the non-union threat, and anti-labor legislation. Only a union with an active, involved membership will be ready to face these challenges. And that's just one more reason why the need for TDU is greater than ever.

Is this the danger inherent in Quality of Worklife — that beneath all the rhetoric about participation and cooperation, what remains is the employer still trying to get more out of the worker for less?

In an effort to assess the good and bad aspects of QWL, Convoy-Dispatch interviewed several Teamsters whose employers have initiated such programs. The interviews show that while some companies appear to be trying to create a more cooperative relationship with their employees, there are also serious dangers contained in these programs.

A clear sign of the danger is that one of the foremost boosters of QWL is the California-based Viking Motor Freight, one of the largest non-union companies in the country. At Viking, company executives visit the terminals to report profits, customer relations and special problems. "Bitch and gripe" sessions are held, and bonuses are paid based on Viking's profits.

But the bottom line is that Viking remains non-union, and its Quality of

little bit a time. There's no drastic changes being made. But the words are always being put in someone else's ear."

Another major Teamster employer which is introducing QWL is Annheuser-Busch, which has ten breweries in the U.S., all IBT-organized. Busch began laying the groundwork for its QWL program nearly a year ago, by conducting a full-scale psychological survey of its employees, asking them to name the most important problems at work.

The company recently posted a notice asking for volunteers to serve on a QWL committee, and according to Teamster members in Local 95 in Williamsburg, Va., the response was very positive. A member there told CD that the company seemed genuinely interested in improving relations with

are advancing. Generally what they're talking about is improving the quality of life of corporate moguls at the expense of the quality of workers' lives.

TDU Co-Chair Doug Allan, a trustee of Los Angeles Local 208, echoed the IAM's warnings about the real intention of QWL.

"It sounds good, that I'm going to be part of this corporation, that management is going to listen to me," Allan said. "But it's just like back in the old days. I was working for this guy. On the weekends, he would take some of the employees out on his boat, out to this cottage that he had."

"But," Allan continued, "it was his boat, it was his cottage, and it was his fish fry. None of that came to us. And I realized, not then, but later on, that we worked our butts off all week because



Local 748 Members Picket Hall

Action Demanded on Corruption in Modesto

By Mike Johnston
TDU West Coast Organizer

Rank and file members of Modesto Cal. Local 748 are demanding action to clean up a sorry state of corruption in their Local, and recent events have apparently verified that they are right.

On June 8, federal agents raided the offices of IBT Local 748, a very large food processing Local with 18,000 members in the peak canning season. The Local has a history of problems, and was put in trusteeship several years back when Sec.-Treas. Ted Gonsalvez was caught diverting over \$50,000 to try to stop the United Farm Workers' organizing in the fields.

The last 8 years have seen a string of elections in which Sec.-Treas. Bob Britt has been charged with election fraud by rank and file candidates. The September 1981 election was overturned by Joint Council 38, but Britt was allowed to stay in power till a new election in September 1982.

Britt narrowly won that recent election, beating the closest challenger, Luis Bustamantes, by 22 votes out of 6000 cast. The Joint Council refused to overturn that election, despite strong evidence of fraud, and passed the buck to the International, which still has not ruled yet.

The Last Straw

The June 8 raid was the last straw for Britt's rule. He resigned within a week, citing "personal and physical reasons unrelated to the raid." Then two days later he announced he would go to work full time for the Local as a "consultant." Two days after that, the Executive Board voted unanimously that they had no intention of hiring him. (Despite the fact they all ran on Britt's slate last year.)

In the past month more information has emerged on the charges against Britt. The FBI released affidavits from the Local's office manager and a computer operator which stated that Britt had embezzled over \$100,000 since 1978, including \$50,000 in the first three months of 1983. They stated he did this by issuing vacation checks to employees, with the money turned over to him. One affidavit reportedly states the money was used to finance a new Cadillac and a cocaine deal.

The Trustees stated that they signed the books for years anyway, because

they were afraid Britt would take their jobs away. The president of the Local has denied any knowledge, but had the responsibility for co-signing the checks. It has also emerged in the press that apparently over 500 ballots were stuffed in the last election, confirming rank and file charges on that matter. Two former employees have now stated that they were fired for refusing to cooperate in rigging the election, and have sued the union to get their jobs back.

This revealing of a cesspool of corruption in the union hall has aroused more rank and filers to action. On June 30, some 30 members picketed the hall to demand action. Some signs called for trusteeship.

Some members have privately expressed fear of a trusteeship imposed by Jackie Presser, who could use it to pay off political debts, rather than to clean up the situation. It seems apparent the Local officials should be removed, but if the election was stolen in the first place, the proper correction is to order a new, impartially-supervised election as quickly as possible.

La Voz de la Base
Junio/Julio 1983
Noticias para los Teamsters
de la Industria de Comida del Norte de California
Teamsters for a Democratic Union, P.O. Box 8548, San Jose, CA 95155 408-971-1035

New Bilingual TDU Newspaper

TDU took another step forward last month with the publication of the first issue of **Rank & File Voice/La Voz de la Base**. It is a bi-lingual newspaper serving food processing industry Teamsters in California.

It is being published by the new West Coast TDU office, in cooperation with TDU Chapters in Stockton and Watsonville, the Cannery Workers Committee of San Jose, and the United Cannery Workers Cttee. of Sacramento.

The newspaper is an important new communication tool among the many thousands of Teamsters involved in California's food industry. **Rank & File Voice** is especially interested in making contact with Teamster food processing workers in other parts of the country. You can get one by writing TDU, Box 8548, San Jose, CA 95155.

Knoxville Members Getting Organized

Labor Dep't Sues to Overturn L.519 Vote

In Knoxville Local 519, the rank and file is growing increasingly disgusted with the selfish, third-rate leadership provided by the current officials, and has begun organizing with TDU to turn the situation around.

The problems in the Local are reflected in a decision by the U.S. Department of Labor to sue the Local to overturn its most recent election of officers, which was held last October. The suit is scheduled to begin in Federal Court in Knoxville on September 1.

Labor Department investigators found extensive irregularities in the conduct of the election, in which a slate of challengers was defeated by President George Moir and Sec.-Tres. Bobby Barnes. The alleged irregularities included:

Mailing out absentee ballots wholesale, instead of to members who filed written requests as provided by local bylaws; having a key to the post office box where ballots were returned; purchasing a WATS line with local funds in order to do campaign phone-calling throughout the Eastern Tennessee area covered by Local 519.

For Their Own Benefit

Moir and Barnes' conduct of the election is typical of how they run the local for their own personal benefit, members told **Convoy-Dispatch**. They also can't tolerate anyone who disagrees with or criticizes them.

For example, when BA Ted Porter became critical of the way they were running the local — particularly how they refused to fight for the members at UPS — Moir and Barnes laid him off, citing economic reasons.

Then, behind his back, the two officials started rumors that Porter had stolen \$700 from the union treasury. Porter sued the officers for ruining his reputation. The case went to trial last April 27, and after a daylong trial, the jury ordered the officials to pay Porter \$120,000 in damages. The ruling is being appealed.

If anyone is ripping off the local,

members of the local say, it is the top officers. The following incidents, which were described to **Convoy-Dispatch** by members of Local 519, illustrate the pattern of abuses:

- Barnes' wife allegedly took the union car and gasoline credit card to attend a bowling tournament in Alabama.

- According to testimony of secretaries at Porter's trial, the officials regularly borrowed money from the union treasury — supposedly for organizing and other union business — and left IOUs in the union safe. Then they would submit apparently unrelated receipts, such as grocery receipts, to account for the money that had been "borrowed."

- The girlfriend of one Local 519 BA was arrested by police for breaking and entering, and was found to have Local 519 gasoline credit cards in her possession. They were apparently used all over town.

- Moir received a check from Local 519 for work done on his personal car. When several members examined the books and discovered the payment, Moir claimed it was a mistake and reimbursed the local.

When contacted by **Convoy-Dispatch** for comment on the allegations, Sec.-Tres. Barnes said: "We don't care to respond to that."

TDU Chapter Organized

The members are determined to get organized to rebuild their local union into something they can be proud of. A TDU meeting was held in Knoxville on June 18, and a chapter was formed. The steering committee which was selected at that meeting met the following week, and made plans for another meeting in mid-August.

"If we get TDU really into operation, we can get the local back the way it should be," said chapter Co-chair Rod Howard, a UPS driver. "Without it, they just do what they want to and nobody has any say. And if that keeps up there just won't be a local at all, the way things are going."

Fight Sacramento Blacklist

On July 14, eight members of Sacramento Local 857 filed NLRB charges against alleged blacklisting by Sacramento Foods, Inc.

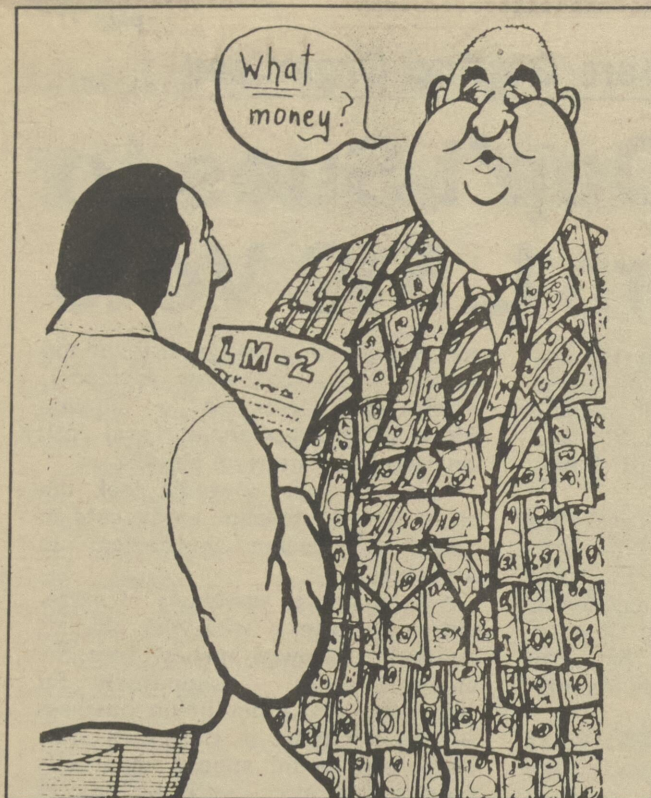
"We intend to pursue this matter to victory," said Toni Garcia, who is one of the blacklisted workers and also president of the United Cannery Workers Committee, a group of active Teamsters in Local 857. Six of the eight workers are members of the UCWC, and the other two have also been active in the union.

All eight worked at the T.H. Richards cannery, but when it was sold the new company got a sweetheart contract with Local 857. Sacramento Foods did take the bulk of the workers from Richards, but

has systematically declined to take union activists and UCWC members.

Garcia stated that the members also expect the union to back them up, but Local 857 Sec.-Treas. Alex Luscutoff says there is nothing he can do. Garcia pointed out that since most of the union activity of the members who are being denied employment happened at union meetings, it seems the company had a pipeline to find out who was outspoken there.

The members and their attorneys are hopeful that the NLRB will quickly issue a complaint against the employer to resolve the matter.



Officers' Salaries Break Records

While our top Teamsters are telling the members to accept take-away contracts, including the big proposed cut in the NMFA, the TDU Washington Office has conducted a month-long study to see if our officers practice what they preach.

The results speak for themselves. Printed here is a list of top Teamster officials TDU has identified as making over \$100,000 in union salaries and expenses in 1982. These figures are based on a study of hundreds of LM-2 and LM-3 financial reports filed with the Department of Labor.

Instead of sacrificing, the number of officials who bagged over \$100,000 jumped from 53 last year to 65 this year. Even more startling, these 65 men bagged a total of \$10,574,575 from our dues, up 18.6% from last year, a big increase at a time when our members are suffering cuts and our union is shrinking in size.

And keep in mind that virtually everyone on this list has other remunerations as well, financed by our dues. Such as luxury autos, a fleet of luxury jet planes. Plus at least half the individuals on this list have lined up four (4) pensions or more, while most of the rest have at least three (3).

In fact, a big chunk of the portion of our dues that goes to the International pays for these bloated salaries and the special pension plans reserved for officers only. We are making our officers millionaires when our union desperately needs money to defend our members.

Suppose that the \$10,574,575 that went to these 65 rich men were cut in half. They still would have the highest salaries of any union officials in the world, and we would have \$5 million that could be used to help organize Overnite or other non-union outfits, or help our unemployed brothers and sisters.

These bloated salaries are a disgrace to our union. No other union has anything like it. In fact, in other unions like the auto workers and steel workers the officers have taken cuts to keep in step with the sacrifices made by the members.

Not many members would vote to allow this kind of rip-off, if we had such a vote. But there is something we can do, we can vote by joining TDU, the movement of Teamsters working every day to bring our union back to the members.

We need your help. We need you to join TDU. This list might just help you make up your mind.

Disgusted? Angry?
Do something positive:
Turn to p. 6 and JOIN TDU

The \$100,000 Club

Name	City	Local/Affiliate	Salaries
Roy Williams ¹	Kansas City	41	\$813,247
Harold Friedman ²	Cleveland	507	437,517
Jackie Presser ³	Cleveland	507	394,895
Donald Peters	Chicago	743	262,967
William Joyce	Chicago	710	254,024
Frank Matula Jr.	Los Angeles	396	252,744
J.W. Morgan	Hallandale, Fla.	So. Conf.	244,579
M.E. Anderson	Los Angeles	986	220,137
Ray Schoessling	Chicago	Int'l	208,530
Louis Peick	Chicago	705	200,114
W.W. Teague	Auburndale, Fla	Ga./Fla. Conf.	198,202
John Kelahan	Chicago	710	186,251
Joseph Trerotola	New York	East. Conf.	185,616
William Hogan Sr.	Chicago	714	184,740
Arnie Weinmeister	Seattle	117	184,456
Jesse Carr	Anchorage	959	180,540
Bernard Adelstein	New York	813/1034	179,099
Michael Riley	Los Angeles	986	174,492
Salvatore Provenzano	Union City, N.J.	560	161,275
William F. Genoese	New York	732	158,863
Andrew Suckart	Cleveland	Ohio Conf.	156,286
Joseph Bernstein	Chicago	781	155,983
Robert Holmes	Detroit	337	152,537
R.F. Deperno	Utica, N.Y.	182	149,182
R.V. Durham	Greensboro, N.C.	391	148,432
Edward Lawson ⁴	Vancouver, B.C.	Canadian Conf.	147,956
Jack Yager	Kansas City	Cent. Conf.	147,673
Weldon Mathis	Atlanta	728	145,850
Marion Winstead	Louisville	89	138,536
Frank Wsol	Chicago	710	132,524
J.L. Bernstein	Chicago	781	130,987
George A. French	Seattle	West. Conf.	129,564
William Ferchak	New York	732	127,690
George Vitale	Detroit	283	127,411
Earl Jennings	Dallas	Texas Conf.	126,630
William McCarthy	Boston	25	125,084
Walter Shea	Wash., D.C.	Int'l	124,506
Loran W. Robbins	Indianapolis	135	122,753
Karl Rogers	Kansas City	541	121,683
Mark Davidoff	New York	851	120,976
R. Bernstein	Chicago	781	119,427
C.H. Jones	Dallas	Int'l	119,367
Fred Roberto	Bridgeport, Conn.	191	118,994
Samuel Ancona	Kansas City	Int'l	118,990
James L. Coli	Chicago	727	117,922
Harry Marshall	Denver	17	117,526
Robert Cassidy	Canton	92	116,647
Harry Davidoff	New York	851	116,134
Vincent Trerotola	New York	Int'l	115,685
Jack Jorgenson Sr.	Minneapolis	359	114,686
George R. Rohrer	Los Angeles	West. Conf.	114,551
M. Adelstein	New York	813/1034	113,388
Joseph Konowe	New York	210	112,830
Maurice Schurr	Philadelphia	929	108,600
Sherman Brown	Cleveland	J.C. 41	105,517
J. Jesinski ⁵	Milwaukee	200	104,969
John Cleveland	Wash., D.C.	730	104,708
Richard Collinson	Akron	Ohio Conf.	104,592
Samuel Stintsman	Cleveland	Ohio Conf.	103,981
Everett Moody	Cleveland	Ohio Conf.	103,349
Robert Baptiste	Wash., D.C.	Int'l	102,609
A. Adelstein	New York	813/1034	102,183
David Smith	Kansas City	Int'l	101,926
Louis Richard	Wash., D.C.	Int'l	100,946
Thomas Gosser	Cleveland	Ohio Conf.	100,517

1. Includes \$534,467 in legal expenses for bribery conspiracy case.

2. Friedman's salary includes \$248,789 from Bakery Workers Local 19, which shares officers, offices, welfare fund, etc. with IBT Local 507. Also, Friedman's salary went up \$55,000 with his appointment as VP. His current annual rate is \$492,000.

3. Presser's salary went up \$170,000 with his appointment as GP. his current annual rate is \$565,000.

4. Lawson's listed figure is only the portion paid by the International. Lawson's actual total is much higher. Also, undoubtedly other Canadian officers would be on this list if Canadian financial reports were available.

5. Deceased.

Note: The figures include salaries, allowances and expenses.